

19 AUG 1954

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REASSIGNMENT

AGENCY-WIDE REASSIGNMENT ACTIVITY

Rescission: [REDACTED]

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1. The following procedures will be applied to effect the reassignment within the Agency of personnel, otherwise satisfactory, who are excess to the requirements of a particular Component. Procedures for terminating personnel considered unsatisfactory are contained in [REDACTED]

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2. The Chief of the appropriate Major Component ~~the~~ Deputy Directors (Plans), (Intelligence), and (Administration), the Director of Training, the Assistant Director for Communications and the Assistant Director for Personnel will be responsible for first endeavoring to arrange a suitable reassignment within his organizational Component of an individual who, because of changed requirements, is no longer required by his particular Component. In this endeavor the Placement and Utilization Division of the Office of Personnel will actively assist and counsel the office or offices concerned. A period of not more than 90 days will be devoted to this effort.

3. If the Chief of a Major Component, as indicated in the preceding

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paragraph, is unable to effect a suitable reassignment within his Component for an individual considered excess to a particular office in that Component, he will then officially advise the Office of Personnel in writing of the overage and will tentatively nominate an individual in the affected grade and position category for an Agency-wide reassignment effort. In nominating the individual, the Chief of the Major Component concerned will consider such factors as the length of the individual's CIA service, his relative standing in relation to veteran preference and years of creditable Federal service (civilian and military combined), the personal preference of the individual, and the long-range career capabilities of the individual to the Component processing the overage.

4. The Office of Personnel will attempt to effect suitable reassignment elsewhere in the Agency. Primary consideration will be given to placing the individual in a T/O vacancy against which no applicant has been assigned, or in a T/O position against which is in-process applicant is assigned. If necessary, specific training shall be provided when there is reasonable expectancy that such training will qualify the individual for another assignment in an allied or different line of work. In such cases, the Assistant Director for Personnel will participate with the head of the Career Service and the Director of Training in establishing a training program which will be consistent with the education, experience, and estimated work potential of each individual concerned.

5. If the above steps do not result in a suitable placement, the

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Office of Personnel will then refer the matter to an Agency Reassignment Board which shall be composed of the following:

- a. Assistant Director for Personnel - Chairman
- b. Representative of the Deputy Director (Administration)
- c. Representative of the Deputy Director (Intelligence)
- d. Representative of the Deputy Director (Plans)
- e. Representative of the Assistant Director for Communications
- f. Representative of the Director of Training

The Assistant Director for Personnel shall recommend to the Board what he considers to be the most appropriate reassignment that will result in the elimination of the excess involved, without regard necessarily to the nominated individual. The Component of present assignment and the Component to which reassignment is recommended, will have no vote in determining whether the reassignment should be effected. If the Board votes in favor of the recommended reassignment, the office to which reassignment is proposed will be expected to promptly initiate a Request for Personnel Action (SF-52) to effect the reassignment. If the Board votes negatively on the recommendation, and is unable to act favorable on an alternative solution, the matter will be referred to the Deputy Director of Central Intelligence for review and decision.


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6. In the event the steps set forth in the preceding paragraphs do not result in a suitable placement, the Office of Personnel will determine the individual having the lowest retention standing in accordance with Federal regulations in the competitive level in which the overage arose. The record of the individual thus selected will be forwarded to the Deputy Director of Central Intelligence for a decision on termination.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE: